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ABSTRACT

This report describes the Latino workforce in Oregon, outlining employment, income, education, and unemployment data. A brief history of Hispanics in the state notes that most of Oregon's Hispanics are of Mexican origin and that the state's Hispanic population grew 66 percent between 1990 and 1997. The history of migrant agricultural labor in Oregon is reviewed, and one chapter notes that increasing numbers of Hispanics are participating in politics, showing special interest in bilingual education, English-only legislation, immigration and welfare reform, and affirmative action. A chapter on general labor force issues reveals that Oregon's Hispanic labor force has more than doubled since 1990, unemployment rates and high school dropout rates are higher for Hispanics than any other group, and less than two percent of postsecondary degrees awarded in Oregon were earned by Hispanics. An examination of employment trends shows that Hispanics are represented in all major occupational groups, with agriculture no longer their primary employer; many occupations common for them have lower skills and educational requirements and lower pay; Hispanics are not well represented in professional occupations; and Hispanic-owned firms have increased. A chapter on income and wages finds that Oregon Hispanics earn less than the state average, and documents the relationship between education and income. Hispanic contributions to the economy are noted, and barriers to employment are discussed in the last two chapters. (Contains 37 data tables and figures.) (TD)

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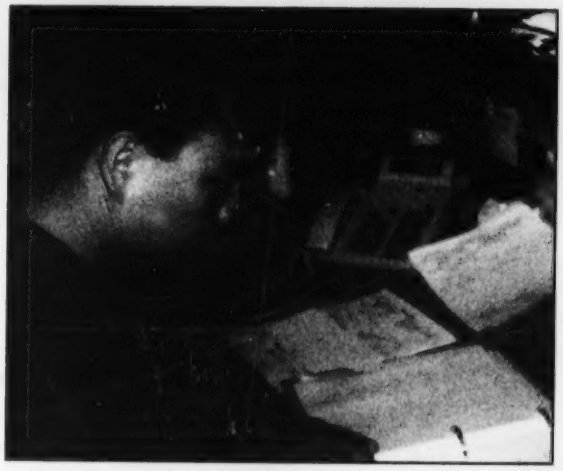

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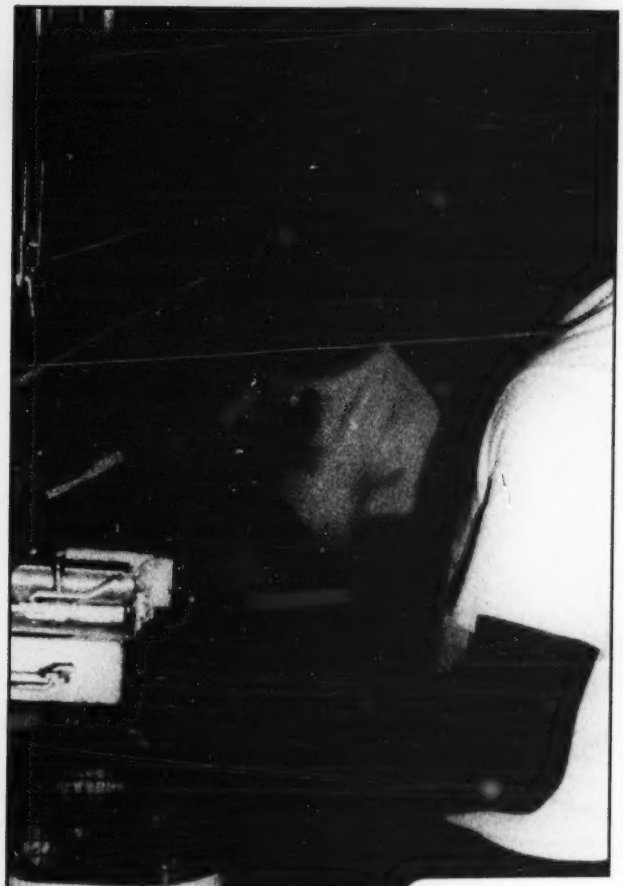
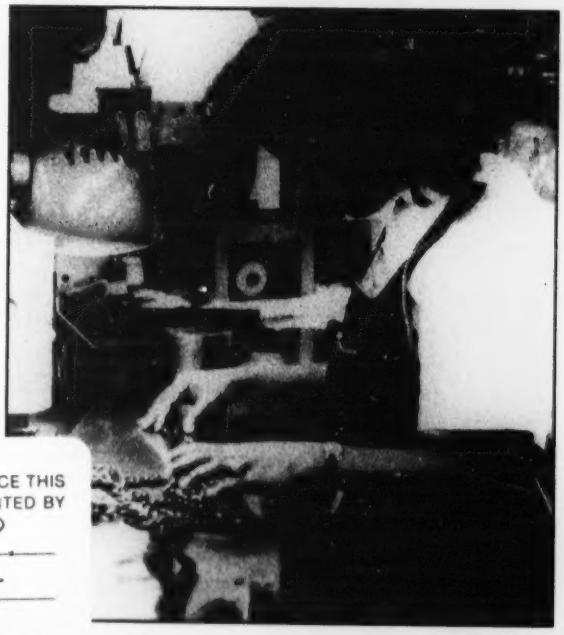
HISPANICS IN OREGON'S WORKFORCE

1998





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Oregon EMPLOYMENT DEPARTMENT

HISPANICS IN OREGON'S WORKFORCE

1998

October 1998

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To Our Readers

This report is the first in a series of publications which will focus on the employment of minorities in Oregon. The purpose of these publications is to provide a single, comprehensive source of information to our readers. We will include the most up-to-date data available for the Oregon workforce and we plan to periodically update these publications.

The report starts with a history of Hispanics in the state, including a discussion of the ancestry and origin of Latinos in Oregon, and a summary of how Hispanics arrived here. (We use Hispanic and Latino interchangeably throughout the report.)

Following the history section, we discuss general labor force issues, including unemployment, skills mismatch, and education. We answer questions such as:

- How many people are working or looking for work?
- What is the unemployment rate for Hispanics in the state?
- What is the drop out rate among Hispanic high school students?

Next, we examine the occupations and industries in which Latinos are employed. Using several sources, we answer questions such as:

- Do most Hispanics work in agricultural jobs?
- How many Hispanic-owned firms exist in Oregon?
- Which industries have added the most Latino workers?

The last section is devoted entirely to income. The income levels of Hispanics compared with the total population, poverty analysis, and a look at the number of people who are economically disadvantaged provide insight into the gaps that still exist between the income of Hispanics and other Oregonians.

Finally, with the help of the Oregon Commission on Hispanic Affairs, we look at where we have been, and then we pull out a crystal ball to look towards the future at what may be in store for the Hispanic workforce. What obstacles have Latinos in Oregon faced? How have they overcome them? What barriers may still remain?

In addition to discussing and analyzing workforce-related data, we want to emphasize that real people are behind the statistics. We interviewed five Latinos in the labor force from all around Oregon. Their interviews are scattered throughout the report.

Strengths and Limitations

While this publication is one of the most comprehensive summaries of information on Oregon's Hispanic workforce, not all data are available at the county or even the state level. The data provided are the most detailed available. Also, it is important to note that several sources of information were utilized to compile this report and each of these sources has its own data and statistical limitations. For further information on the sources and publications used to produce this report, or to order additional reports, contact Brenda Turner at (503) 947-1233, turnerbp@emp.state.or.us.

Oregon EMPLOYMENT DEPARTMENT

HISPANICS IN OREGON'S WORKFORCE

1998

Executive Summary

In an effort to bring statistics together from a variety of sources, *Hispanics in Oregon's Workforce, 1998* outlines occupational and industry employment, income, education, unemployment, and related information to describe the Latino workforce in the state. We have made several comparisons of Oregon versus U.S. data, as well as Hispanic Oregonians vs. all Oregonians. Several interesting facts have been brought to light. Although some of the gaps which historically existed have narrowed between Latinos and the population as a whole, there are definitely some areas where the differences remain great. High school drop out rates, income, and employment in higher-wage occupations are a few areas where the data show significant differences remaining. Some of these and other statistics are listed below.

- In 1990, more than three-fourths of the Latinos in Oregon were of Mexican origin.
- Oregon's Latino population grew by 66 percent between 1990 and 1997 compared with just under 13 percent growth in the state's total population.
- Since 1990, the Hispanic labor force in Oregon has more than doubled (+170%), soaring from 49,000 to 132,000, while the total labor force grew by only 16 percent.
- Latinos made up just over three percent of the total Oregon labor force at the beginning of the 1990s, but jumped to more than 7.6 percent in 1997.
- In 1997, 7.6 percent of the Oregon labor force was Hispanic, while almost 11 percent of the unemployed were Hispanic.
- Oregon's Hispanic high school drop out rate was 15.7 percent during the 1996-1997 school year, while the all-student drop out rate was 6.7 percent.
- Between 1990 and 1997, seven of the eleven broad occupational categories identified by the Bureau of Labor Statistics showed a 100 percent or greater increase of Hispanic employment. The exceptions were executive, administrative and managerial (+25%); farming, forestry, and fishing (+67%); professional specialty (5%); and transportation and material moving (+20%).
- In 1990, one in five employed Latinos worked in farming, forestry, and fishing occupations, with four-fifths of the workforce employed in other occupations. Since then, Hispanic employment in farm-related occupations has increased by two-thirds, while employment outside the farm sector has tripled.
- Four industries clearly dominated Latino employment in 1997: manufacturing, trade, agriculture, and services.
- Per capita personal income (PCPI) in 1989 for Hispanics was $6,996; all Oregonians' PCPI was $13,418.

Oregon EMPLOYMENT DEPARTMENT

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1998

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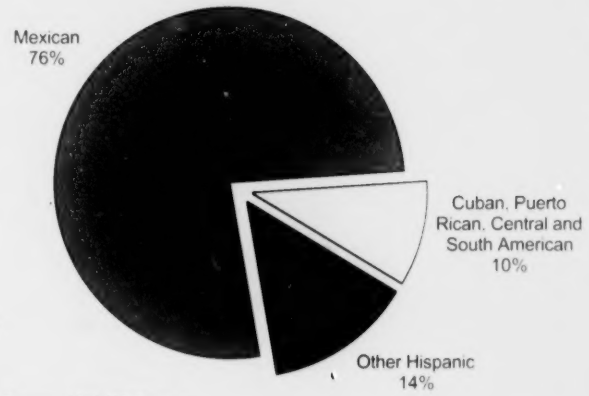
Who's in the Latino Label?

Unlike terms used to describe a racial background, Latino or Hispanic is used to describe an ethnic background. Racially, most Latinos identify themselves as Caucasian. Many Latinos have African or Native American ancestry as well. The U.S. Census uses the term Hispanic to identify individuals from Mexico, Cuba, Puerto Rico, South and Central America, and other Spanish-speaking countries. As in other areas of the globe, each country has a distinct cultural identity. Latinos, though predominantly Spanish-speaking, are linguistically diverse - most South and Central American countries have vibrant communities that speak native languages such as Quechua, Oaxacan, and Guarani. Portuguese-speaking Brazilians are also often included under the Latino umbrella.

GRAPH 1

Ancestry of Hispanics in Oregon, 1990



Source: *1990 US Census*

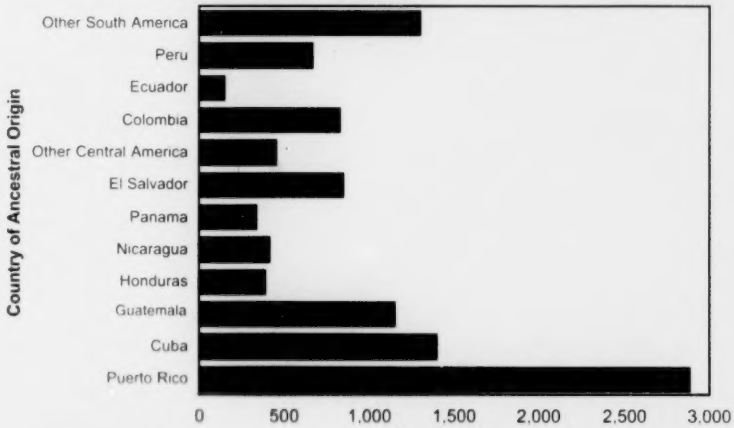
With such diversity, what joins these communities together? Perhaps they are joined by their countries' (of origin or ancestry) similar colonial past. Spanish colonialism was dominant in South and Central America. Most countries were heavily influenced by the religious and governmental institutions developed during their colonial eras.

In 1990, the U.S. Census reported that over three-fourths of the Latinos in Oregon were of Mexican origin (Graph 1). The remaining quarter of the Hispanic population traced their roots to Central or South America or the Caribbean (Graph 2). Over 90 percent of the Latinos living in Oregon identify themselves as White or "other race", followed by American Indian, then Black (Graph 3).

The 1990 Census reported over 110,000 Latinos living in Oregon, four percent of the total population. In 1993, the population of Hispanics had grown to 147,000,

GRAPH 2

Ancestry of Non-Mexican Hispanics in Oregon 1990



Source: *1990 US Census*

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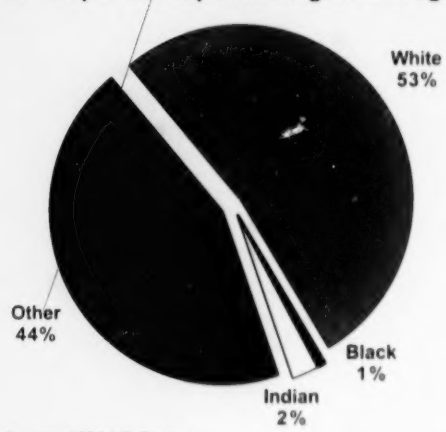
GRAPH 3

Race of People of Hispanic Origin in Oregon, 1990



Source: *1990 US Census*

Hispanics are the fastest growing racial/ethnic group in the state.

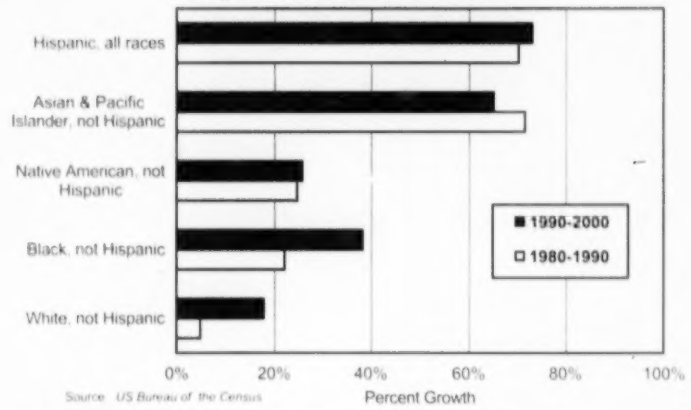
At the county level, the percentage of Hispanics in 1990 varied from 1.2 percent in Wheeler County to 20.3 percent in Malheur County (Map 1). In 1993, Wheeler continued to have the lowest percentage of Hispanics, and Malheur the highest. The largest increases of Hispanic population from 1990 to 1993 were in Multnomah, Washington, Marion, Umatilla, and Malheur counties.

and by 1997 it was estimated to be 190,000. From 1990 to 1997, while the total population of Oregon grew at a rate of 13 percent, the Hispanic population grew by over 66 percent and accounted for 20 percent of the total population growth.

The Latino population is expected to continue its current expansion. Between 1990 and 2000, the growth rate will mimic the previous decade at over 70 percent (Graph 4). Other than Asian and Pacific Islanders,

GRAPH 4

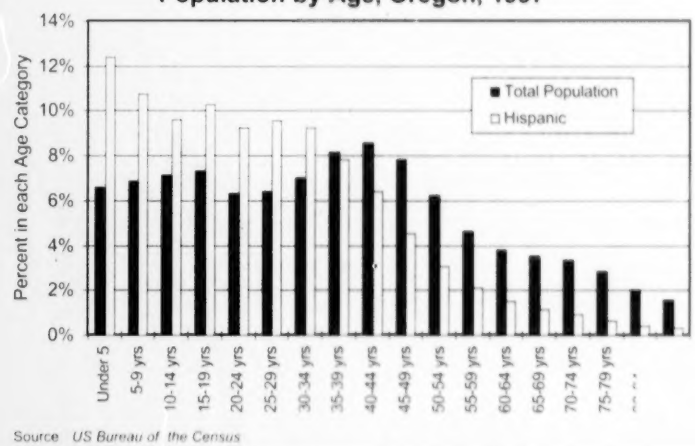
Population Growth by Race/Ethnic Group in Oregon: 1980-1990; 1990-2000



Source: *US Bureau of the Census*

GRAPH 5

Population by Age, Oregon, 1997



Source: *US Bureau of the Census*

There are two factors contributing to the growth of the Oregon Hispanic population. The first is the natural growth of the population (births minus deaths); the second is the migration of Latinos from other parts of the United States and other countries.

In general, Hispanics are younger and have larger households than the total population in Oregon. Graph 5 clearly shows that Latinos are younger than the total population. In

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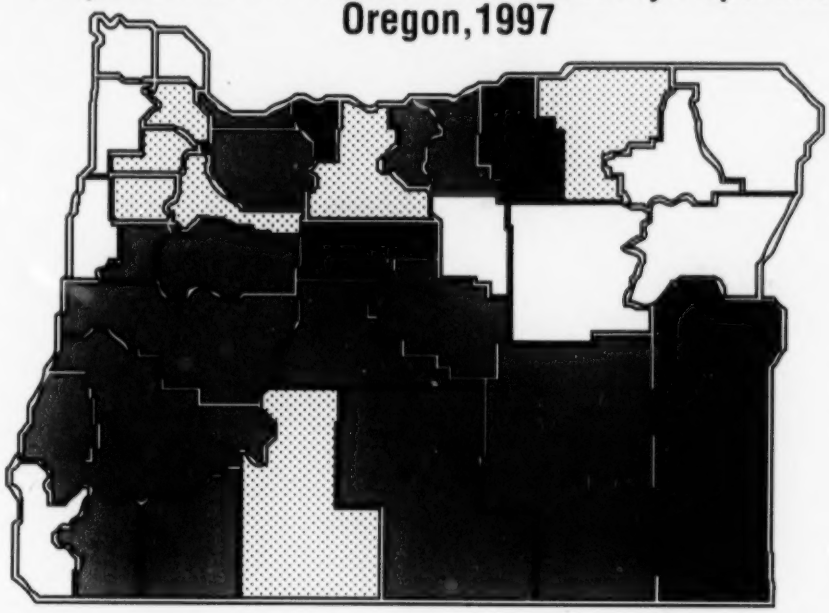
fact, while 48 percent of the state's population in 1996 was age 34 and under, 71 percent of Latinos were in this same category. Nationally, the median Hispanic age is 26.7 years, while the non-Hispanic Whites median age is 35.5 years. The percentage of Hispanic households in Oregon with children under 18 years old is higher than for the total population (47% for all households, 70% for Hispanic households). Both factors indicate that the natural rate of growth in the Latino population will be faster than in the overall population.

Oregon's strong economy has attracted people of all origins. Latinos are becoming increasingly aware of the employment opportunities available in this state. The number of Latino-owned businesses and establishments catering to the Hispanic community has grown, providing another avenue of opportunity for new residents. Social and cultural services are also increasing to meet demand, making Oregon a more welcoming environment.

MAP 1

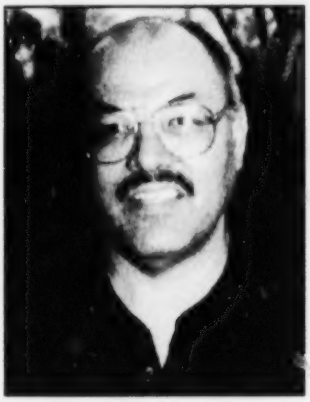
Hispanics as a Percent of Total County Population, Oregon, 1997



< 3.0% Hispanic | 3.1 - 6.0% Hispanic | 6.1 - 14.0% Hispanic | >14.0 Hispanic

Source: U.S. Census Bureau

Profile



Bob Cortinas

Bob was born on November 2, 1948 in Corpus Christi, Texas. His family were migrant farm workers, picking cotton in Texas and Arizona, potatoes and onions in Idaho, cucumbers and green beans in Oregon, and asparagus and onions in Washington. They settled in Walla Walla, Washington in 1956, where Bob lived for the next 36 years. Bob attended Walla Walla High School, Walla Walla Community College, and Walla Walla College, where he earned his bachelor's of science degree in sociology.

Most families keep in touch with phone calls and letters. Bob's family, which includes his 17 brothers and sisters and "too many nieces and nephews to count", has a monthly newsletter to keep everyone informed!

Bob worked as a personnel manager in the past, and has been an Employment Specialist, Migrant and Seasonal Farm Worker Representative for the Oregon Employment Department since 1991. In addition to helping farmworkers obtain employment, Bob is a resource for all types of services available to the Hispanic community. In his off hours he provides referrals to programs, assistance with taxes, and legal information.

At home in Woodburn, Bob volunteers his time to interpret and translate letters for Spanish-speaking people. He also belongs to the Centro Cultural, the organization which organizes Woodburn's Cinco de Mayo celebration, provides scholarships to Woodburn high schoolers, and supports local youth activities.

How would people describe you? Friendly and easy-going.

What do you do in your spare time? I enjoy watching sports, coaching soccer, and reading.

Do you have a claim to fame? I ran for the Walla Walla city council twice.

Something people might be surprised to know about you: I am very caring and giving to others.

What is your favorite childhood memory: My mom took me to A&W for a banana split after I broke my arm, even though she really couldn't afford it.

What is your advice to Hispanic youth in Oregon? Follow your dreams -- they will come true if you work at them. Also, stay in school and don't procrastinate.

A Brief History of Latinos in Oregon

During the early and mid-1500s, Spain strengthened its colonial power in Mexico and Baja California. The Spanish colonial success depended on efficient and secure maritime commerce. Ships needed ports and reliable maps of coastal areas. By the late 1500s, Spain had established harbors and shipping routes in Baja California. From these ports, expeditions mapped the northern coastal areas to expand the Spanish Empire and to provide navigational tools for vessels which might stray from the secured routes.

> ***"Today, most Latinos living in Oregon permanently are employed outside of the agricultural sector..."***

In 1603, Sebastian Vizcaino became the first European to map and name points in Oregon --Cape Sebastian and Cape Blanco. Interest in the northern areas was not strong though, and few other explorations occurred during this period.

Over a century and a half later, spurred by competition with English and Russian colonial interests in the area, Spain resumed exploration of the northern Pacific Coast. Though the Spanish sent over 30 voyages from 1788 to 1795, no significant presence was established. After a period of dispute between the American and Spanish governments, all Spanish claims north of the 42nd parallel, including the Oregon Territory, was officially transferred to the United States in the Transcontinental Treaty of 1819. Although the official Spanish claim to the area ended, Spanish settlers from California continued to move and trade in the Oregon Territory. Latinos traveled to Oregon for many reasons. According to a publication titled *Nosotros: Hispanic People of Oregon*, many came to mine or carry supplies to Southern Oregon settlements. Latino mule packers, even during the Mexican-American war (1846-1848), were employed to supply mining camps and militia troops fighting "Indian wars". Later, Latinos were important in establishing and maintaining the railroads that linked Oregon with California and the rest of the nation. Arguably the greatest influence Latinos had on early Oregon history was through the cowboys - or vaqueros. Through the late 1800s and early 1900s, vaqueros were respected workers on the High Desert ranches in Eastern Oregon.

Latinos have played a vital part in the growth and success of Oregon's agricultural sector. Throughout the 1900s, Latinos settled and farmed in Oregon. When travel became easier, particularly after the invention of the automobile and the creation of the highway systems, Latinos became the backbone of labor-intensive agriculture in the Pacific Northwest.

Many current Hispanic Oregon residents arrived as migrant laborers or children of migrant laborers. Some Latinos who chose Oregon as their permanent home remained in agricultural work, while others sought employment in other sectors of the economy. Today, most Latinos living in Oregon permanently are employed outside of the agricultural sector, but the history of migrant farm work in Oregon is part of their personal and community heritage.

Profile

Lupe Alvarado

Although Lupe first visited Nyssa, Oregon in 1949, when she and her family were migrant workers, she did not settle there until 1960. Her family's home town is Pharr, Texas, where they owned a home, and her father did yard work and worked in the agricultural fields and her mother worked in the packing sheds. When it became difficult to find steady work, the family decided to become migrant farm workers, following the crops, traveling to other states including Indiana, Michigan, Idaho, and Oregon. Lupe and her husband, as well as one of Lupe's nine brothers and sisters, decided to settle in Oregon, while the rest of her family stayed in Texas.

Lupe first became a custodian for the Nyssa School District, but her ambition was to become a teacher. Working toward this goal, she became an instructional assistant for bilingual students and was a home school consultant, tutoring students in their homes. While working, she attended night and summer school to earn her teaching degree. She attended Treasure Valley Community College and then Boise State University. She received her Oregon teacher certification and began teaching at the Nyssa Elementary School. During the 1997-1998 school year, Lupe taught geography and reading to seventh graders.

Lupe has been very active in her community. She was on the committee for the Four Rivers Cultural Center in Ontario and she is currently a member of the Malheur Commission for Children and Families. She is also a member of the Nyssa Library committee. She has taught courses at Treasure Valley Community College on English as a second language. She also worked with people to help them gain their U.S. citizenship. She is also a member of the Bilingual Board at TVCC.

How would people describe you? As a caring person with a great sense of humor.

What do you do in your spare time? I enjoy traveling, visiting family, and spending time with my grandchildren.

Do you have a claim to fame? I have the neatest grandchildren in the world.

Something people might be surprised to know about you: I used to be a custodian at the school where I now teach. Also, I have won contests and awards for dancing to Rock-n-Roll music.

What is your favorite childhood memory: While my family was migrating as farm workers, I have fond memories of helping my family work towards our financial goals of remodeling our house and buying a car. I also distinctly remember that my parents' main goal was for every one of their to children become educated, and how we all worked to help each other towards that goal.

What is your advice to Hispanic youth in Oregon? Have a dream and goals for your future, find a mentor, be brave and accept help from others, and be involved in your family's life and get them involved in yours.

Migrant Agricultural Labor

During World War II there was a severe national labor shortage in the agricultural sector. Growers were asked to increase production levels, while most of their traditional workforce was drafted into the military. Though women and children pitched in, their labor was not enough to meet demand. The U.S. government turned to its southern neighbor for assistance. In August of 1942, Public Law-45 was signed, allowing more than 15,000 Mexican workers to enter the Oregon agricultural labor market for temporary employment. The program was known as the Bracero Program. In Spanish, the word bracero means "manual laborer".

Photo courtesy Oregon State University Archives, 1945

A brief summary of the bracero program is provided here. For a more complete history of this program, refer to "Braceros in the Pacific Northwest: Laborers on the Domestic Front, 1942-1947" published in *Pacific Historical Review 56*. In this article, Dr. Erasmo Gamboa documents the impact of this program on the workers and on Oregon.

> ***"The braceros were known to be very productive. Most communities were grateful for their presence as laborers."***

The braceros were known to be very productive. Most communities were grateful for their presence as laborers. A few communities organized social and religious events for the workers, but many workers still felt isolated. In towns, Mexicans were often the targets of violence and discrimination, and some workers were advised to remain on the farm even on their day off.

Conditions on the farm were austere, and the Mexicans' status as non-immigrating workers who were required to work at a sponsor's farm made their situation tenuous. The workers were housed in canvas tents, six men to a 16 x 16 space, with one cot and one blanket per man. The food was unfamiliar and not always prepared in a sanitary manner. Also water was not always available for drinking or personal hygiene. Though few workers dared to complain because of their status, some abuses were reported. Few accommodations were made for the workers' free time, though some saved to buy radios and a few had traveled with musical instruments.

Under these conditions, it should not have been surprising that over ten percent of the braceros in the Pacific Northwest went missing or were repatriated before the end of their contracts.

The use of Latino labor continued after the war. Many migrant laborers traveled from California, Texas, and Arizona, as well as

Mexico and Central America, to work in the fields and orchards of Oregon.

Sometimes, the living conditions in which migrant workers lived alarmed the local communities and politicians. Common problems included substandard sanitation, dangerous or nonexistent cooking facilities, cramped sleeping areas, exposure to hazardous chemicals, and poorly maintained structures.

It was not until after World War II that communities began to organize to improve these conditions. Workers, religious groups, farmers, and social organizations started to work together to improve migrant camp conditions. Both the Catholic Church and the Oregon State Council of Churches were instrumental in providing assistance and spiritual enrichment for the migrant community.

In the 1960s, the Valley Migrant League was created in the Willamette Valley. In addition to improving housing conditions, the Valley Migrant League also supported health and educational services. Throughout the decade, the role of the League grew.

The Valley Migrant League was criticized by its allies for not providing support to unionization and political issues, while its critics charged that the League was violating the laws by using government grants to promote unions and communism -- accusations which were proven to be false. Other organizations formed to promote farm labor unionization and to promote political change for farm workers. Among these groups were the United Farm Workers of Oregon and Volunteers in Vanguard Action (VIVA).

In the 1960s, the Valley Migrant League hired a new executive director, Frank Martinez, who was able to bring the community together to fight for change. The League built coalitions with other social organizations, met with political leaders, and was successful in having the Latino community's concerns heard. In 1969, Governor Tom McCall created the Advisory Committee on Chicano Affairs.

By 1970, the issues supported by Latino organizations were no longer concerned only with farm workers. Latinos began to demand access to higher education, respect of their culture, and fair treatment from the criminal justice system.

Photo courtesy Stefani Photography, 1965

In 1973, Colegio Cesar Chavez was created on the former campus of Mount Angel College in Oregon. This was the first Latino four-year college in the United States. The college became a place for political ideas and cultural awareness. Although the quality of education gained respect, the school suffered serious financial and administrative problems from the start, and just ten years after opening, it was forced to close.

During this same period of time, affirmative action and other programs to admit disadvantaged students opened the doors

of Oregon's public and private colleges. Latino student organizations were formed, and then, as now, these organizations worked to create leaders and promote social and political issues important to the Hispanic community.

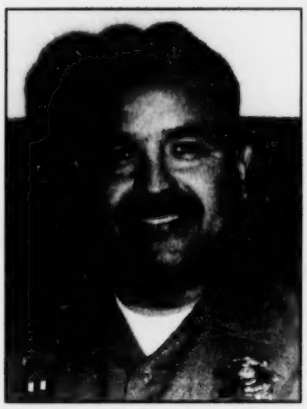
The fervor of the political movement had diminished by the early 1980s, but Latinos continued to work for improvements in their communities. At the federal level, the Immigration Reform and Control Act was passed, allowing millions of undocumented people to gain residency and a legal right to work in the United States. This act had a significant impact on the supply of agricultural workers. In 1986, the labor supply was constricted, caused in part by confusion over changes in the immigration laws. By 1988, the situation had reversed, and Oregon was flooded with workers.

The large numbers of now-legal workers made the conditions of the migrant community visible to the community at large. Legislation was quickly drafted to correct the most egregious abuses. According to the article "Agricultural Labor Reform: Implications of the New Labor Law and the 1989 Legislative Farm Worker Package", published in the *Willamette Law Review* (Spring 1990), bills were passed that amended existing laws that governed farm labor contracting, housing, and camp operations. These 1989 bills provided tax credits for building new farm labor housing, improving the standards for farm labor housing, and increasing access to labor camps. Farm labor contractors were required to provide food and housing from the time of hiring until the harvest began, and guarantee some wages if work had not begun within 30 days of the agreed-upon date.

Farm labor issues, education, immigration, and eliminating employment discrimination continue to be important Latino political issues.

Photo courtesy Stefani Photography, 1965

Profile



Raul Ramirez

Raul grew up in the 1960s working as a migrant worker alongside his five younger brothers. Born in Texas, his family followed the harvests. In search of a better life for their children, Raul's parents moved their family to Oregon. They located in the Salem/Woodburn area, where Raul has lived for over 33 years, raising six children of his own. He is also a proud grandfather.

In high school, Raul was involved in football, basketball, and track. His leadership achievements in high school led to his recruitment by the Woodburn police chief, a factor which motivated him in his law enforcement career. Raul continued on to college, majoring in criminal justice. Raul worked as a juvenile probation officer from 1971 to 1973, and then became a deputy sheriff in 1975. Over a 22-year period, he was promoted through the ranks, becoming the Sheriff of Marion County in August 1997.

Through law enforcement, Sheriff Ramirez has worked to develop dialogue and establish community relations to bridge the gap between the Hispanic community and law enforcement.

How would people describe you? Friendly, approachable, community-oriented, and a "family man".

What do you do in your spare time? Spend quality time with family, coach T-ball, fish, and go to movies.

Do you have a claim to fame? I founded the Latin American Law Enforcement Association of Oregon, and was the first law enforcement investigator in Oregon to present a homicide case for prosecution with the Mexican government.

Something people might be surprised to know about you: I like to attend Broadway shows.

What is your favorite childhood memory: The day the Woodburn police chief came to my high school to recruit me to be a dispatcher, and eventually, I became his first police cadet in Woodburn.

What is your advice to Hispanic youth in Oregon? Believe in yourself, set long-term goals and work very hard towards them, and deal with whatever challenges you encounter with a positive attitude.

Political Participation of Hispanics

From the neighborhood level to the national level, an increasing number of Latinos are participating in politics on a wide range of issues.

In communities around Oregon, Latinos have organized and participated in efforts to improve education, combat drugs and gangs, and to improve the livability of their neighborhoods.

In 1994, there were 5,237,000 registered Hispanic voters nationwide, roughly half the population of Hispanics eligible to register. Two-thirds of the registered Hispanic voters voted in the 1994 general election. As in the general population, as the age of individuals increases the likelihood that they will register and vote also increases. Nationwide, for every one Hispanic registered as Republican there are slightly over two Hispanics registered as Democrats. There is an increased effort, by the political parties and other organizations, to encourage Hispanics to register and vote.

Although Hispanics are interested about and involved in the full spectrum of political issues, several issues receive greater coverage in Hispanic media than in other media. These political issues may be of greater interest within the Hispanic community, though on several topics, opinions within the community are divided.

> ***" Spanish is the second most prevalent language in the United States, and the language most often used in bilingual settings. "***

• **Bilingual Education:** Recently several states and communities have questioned the effectiveness of bilingual education. Spanish is the second most prevalent language in the United States, and the language most often used in bilingual settings. Many Hispanics have experienced bilingual education personally or as a parent.

• **English as the Official Language:** Some local and national leaders would like to pass legislation to make English the official language. This legislation would require all official governmental business to be conducted in English.

• **Immigration and Welfare Reform:** In 1996, legal immigrants not yet citizens were disqualified from receiving public assistance as well as Social Security. Border patrols were increased to attempt to reduce illegal immigration. Reforms to change the current temporary agricultural visa program, also known as H-2A, to a guest worker program have been proposed. Both of Oregon's Senators, Ron Wyden and Gordon Smith, have played key roles in drafting reform legislation.

• **Affirmative Action**: Efforts to reform or eliminate affirmative action continue to capture the interest of Hispanics. Many feel that the elimination of affirmative action could limit Latino access to education and employment.

Profile

Maria Teresa Porras

As the music and program director at KWIP 880 AM in Dallas, Maria definitely enjoys her job. She helps her community by relaying all kinds of useful information, from help for people in abusive relationships, to announcements about drinking-and-driving and AIDS, to a Tree-of-Giving at Christmas.

While attending Silverton High School, Maria worked first as a gas station attendant and then for the Silverton City Hall. After high school, she headed to Chemeketa Community College where she trained to be a teacher aide and then spent time as a migrant tutor in a grade school classroom. She then trained for, and became, a case manager for the chronically mentally ill. In search of a career change, Maria landed at KWIP.

Nuevo Laredo Tamulipas, Mexico is Maria's hometown. As a child, Maria was a migrant seasonal farm worker. Her family, including her five sisters and four brothers, traveled through Florida, Utah, Nevada, Wyoming, and Oregon following the harvest of such crops as tangerines, lemons, carrots, and onions. Maria's parents were searching for a place to settle which would provide a positive atmosphere, as well as educational and employment opportunities, for her and her siblings. Her father believed Scotts Mills, Oregon would provide such a place. Maria still resides in Scotts Mills today. She has raised two daughters and has a two-year-old grandson.

How would people describe you? As a friendly, thoughtful, and caring person who is dedicated to and loves her job.

What do you do in your spare time? Spend quality time with my family.

Do you have a claim to fame? I met and 'hung out' with the Hispanic musical artist Selena in L.A. She was there to receive her Grammy award and I was staying at the same hotel.

Something people might be surprised to know about you: I lived in Saudi Arabia for nine months.

What is your favorite childhood memory: Seeing Grandpa coming out of church after service as I was entering.

What is your advice to Hispanic youth in Oregon? Respect your parents, work toward your career and educational goals for yourself and your family, and remember that the only best friend you really have is your family.

How Big is the Latino Labor Force in Oregon?

Labor Force

Before we delve into a discussion about the labor force, let's get a few definitions out of the way.

• The **civilian labor force** consists of people age 16 and over who are either employed or unemployed. People who are not in the civilian labor force are either in the military, under age 16, or are not actively seeking work, such as homemakers or retired persons.

• The **labor force participation rate** defines how many people in the total population aged 16 and over are actually in the labor force. It is equal to the number of people in the civilian labor force divided by the population aged 16 and over.

Official labor force and unemployment statistics undoubtedly do not include all undocumented workers. In fact, according to the *U.S. Forecast Summary* from Standard and Poor's DRI, existing immigration laws and the obvious problem of not having a valid work permit have probably influenced some Hispanics not to respond to any government agency or public employee seeking information on their employment status. Also, in some instances, a survey technique may influence Latino responses. For instance, the time of year the survey is performed and the availability of Spanish forms and/or Spanish-speaking surveyors may have an impact. The Census, for example, is taken in April, a time when few seasonal, migrant agricultural workers are available to respond in Oregon. Hopefully, these survey problems will improve over time. Still, there is no arguing that there are undocumented workers in the state, as evidenced by the continuing Immigration and Naturalization

TABLE 1

Employment Status of the Civilian Noninstitutional Population, Oregon
(All numbers in thousands)

	Civilian Noninstitutional Population Age 16+	Civilian Labor Force		Employment	Unemployment	
		Number	Participation Rate [1]	Number	Number	Percent
Hispanics						
1990	59	49	81.9 %	46	3	6.5%
1991	80	66	82.6 %	59	7	10.4%
1992	87	68	77.6 %	56	11	16.8%
1993	90	69	77.2 %	62	7	10.7%
1994	99	69	70.5 %	62	7	10.6%
1995	122	83	68.1 %	75	8	9.4%
1996	145	114	78.5 %	103	11	9.9%
1997	172	132	76.6 %	121	11	8.5%
Total						
1990	2,197	1,492	67.9 %	1,409	82	5.5%
1991	2,235	1,508	67.5 %	1,418	90	6.0%
1992	2,274	1,537	67.6 %	1,422	115	7.5%
1993	2,327	1,587	68.2 %	1,473	114	7.2%
1994	2,386	1,643	68.9 %	1,553	89	5.4%
1995	2,428	1,650	68.0 %	1,570	80	4.8%
1996	2,484	1,721	69.3 %	1,619	102	5.9%
1997	2,525	1,732	68.6 %	1,631	101	5.8%

[1] Total Labor Force divided by Population: Age 16+. Rate calculated prior to rounding.

Source: Current Population Survey (CPS) as published by the U.S. Department of Labor, Bureau of Labor Statistics in "Geographic Profile of Employment and Unemployment"

Service activity and their visits to employer sites to identify and remove persons without permission to be in the U.S.

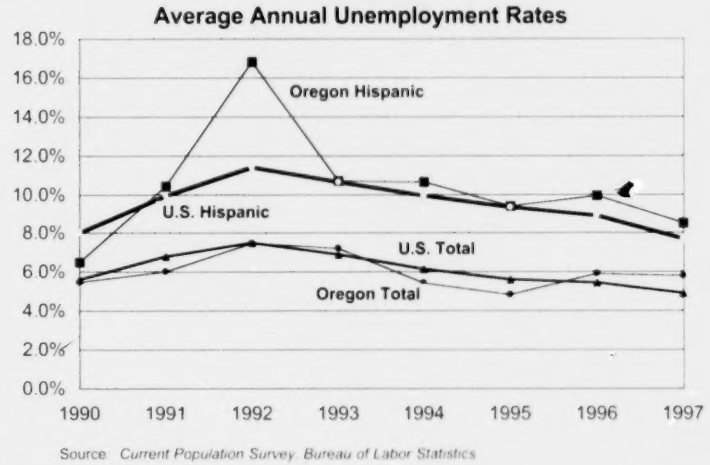
In the United States, about a quarter of the total employment growth in the past year has been due to an increase in the Hispanic workforce. The significance of this statistic is apparent when we add the fact that only about ten percent of the labor force is Hispanic.

Since 1990, Oregon's Hispanic labor force has more than doubled, soaring from 49,000 to 132,000 (Table 1). This increase is largely due to the similar Latino population increase of over two-fold between 1990 and 1997.

How does this compare with the overall Oregon population and labor force growth rates? Clearly, the rate of growth of both the Hispanic population and labor force far exceeds the rates for all Oregonians during the past few years. While the Latino labor force increased by 169 percent between 1990 and 1997, the total labor force rose only 16 percent. The numbers for population aged 16 and over are similar, with a 192 percent increase for Hispanics in the state, and a 15 percent increase for all Oregonians. At the beginning of the 1990s, Latinos made up just over three percent of the total labor force, but jumped to over 7.6 percent in 1997.

The number of Latinos in the state and in the labor force increased dramatically, but what portion of the Latino population participates in the labor force? Unlike the steady increase in the Latino population and labor force, the participation rate for Latinos as reported by the Current Population Survey (CPS) has actually been quite erratic over the last few years. Sampling errors could be contributing to the variations, however.

GRAPH 6



Source: *Current Population Survey, Bureau of Labor Statistics*

The labor force participation rate for all Oregonians has hovered between 67.5 and 69.3 percent since 1990 (Table 1). In contrast, the Hispanics' rate has generally been higher, ranging from a low of 68.1 percent in 1995 to a high of 82.6 percent in 1991. Moreover, the two rates have not moved in the same direction from year to year. The Hispanic participation rate was on a downward trend until 1996, when it shot up by over ten percentage points as 31,000 Latinos joined the civilian labor force. In fact, about 8,000 more Hispanics joined the labor force in 1996 than entered the state, indicating that people already in the state who were previously not in the labor force, joined the ever-growing labor force. Some Latinos entering the labor force may have joined simply because they turned 16, the minimum age for anyone to be included in the civilian labor force statistic.

In addition to the changes in the working-age population, other factors could be influencing an increase in the labor force. Oregon's healthy economy has likely drawn more people into the labor force. Most recently, the increases in the minimum wage may further provide incentives for people to enter the labor force. The minimum wage went up from $4.75 per hour in 1996 to $5.50 in 1997, then to $6.00 on January 1, 1998. A third step increase is due to take effect in January 1999, when the wage goes to $6.50 per hour. We will discuss the related impacts on income in a later chapter.

Unemployment

Historically, unemployment rates among Latinos in Oregon have been greater than those for the population as a whole (Graph 6). While the two rates have moved in the same general

direction from year to year since 1990, the Hispanic rate has been as much as nine points higher than the overall rate. Some good news may be on the horizon for Hispanic Oregonians. While 1998 unemployment rates are not yet available for the states, the U.S. rate for Latinos in April 1998 was 6.5 percent, down 1.5 points from a year ago. Hopefully, this good news will transfer to Oregon's economy.

Oregon's total and Hispanic unemployment rates were only one percentage point different in 1990, at 5.5 percent and 6.5 percent, respectively. Since then, the gap has widened. In 1992, the unemployment rate for Hispanics in Oregon reached 16.8 percent, double the rate of the entire Oregon labor force. (It is important to note that the error range for the unemployment rate statistic for Hispanics is ± 5.4% in 1992, compared to ± 0.8 % for the total rate.) The gap has since remained between three and five percentage points, with rates of 5.8 percent (all Oregonians) and 8.5 percent (Hispanic Oregonians) in 1997.

The portion of the unemployed who are of Hispanic origin appears to be increasing. In 1990, Hispanic Oregonians made up 3.3 percent of the total labor force, but 3.7 percent of the unemployed. By 1997, 7.6 percent of the labor force was Hispanic, while almost 11 percent of the unemployed were Hispanic.

Why are so many Hispanics unable to find work? Unemployment occurs when someone is looking for a job and cannot find one. Properly defined, it is equal to the labor force minus the number of employed persons. Both the population and the Hispanic labor force have grown very rapidly between 1990 and 1997 (Table 1), and total employment has simply not kept up with the expanding labor force. With the exception of 1993 and 1994, the Latino labor force has been growing faster than employment, thus keeping the unemployment rate high. In other words, people have been joining the labor force faster than they are finding jobs.

> ***" Oregon's total and Hispanic unemployment rates were only one percentage point different in 1990, at 5.5 percent and 6.5 percent, respectively. "***

Of the people who are working, some may not be happy with their current work arrangement. The Oregon Population Survey asked respondents about their employment situation. Of the 350 Latino respondents to the 1996 survey, 45 were working part-time, and 24 of these 45 would have preferred to be working full-time. This means that over 50 percent of those who were working part-time actually wanted to work more. Of the 5,215 total respondents, 556 were working part-time and 140 of these people (or about 25%) would have preferred to work more. On a proportional basis, more part-time Hispanic respondents would prefer full-time work than reported by all respondents.

Several other factors contribute to unemployment, including a mismatch of skills between a job seeker and available jobs, education levels achieved by job seekers, language barriers, and the industries and occupations people work or have experience in. The skills and education issues are addressed below, and the following two major sections focus on industry and occupational employment. Language and other barriers are discussed in the last section of this publication.

Skills Mismatch

The availability of jobs which match one's job skills is important when looking for work. This is a problem all around Oregon. In the summer of 1998, the Oregon Employment Department did an informal survey of the Department's field offices, inquiring about the difficulties they were facing in matching job applicants to open positions. The findings were summarized in the Department's weekly newsletter *Around the State* (June 1998). All areas of the state, both urban and rural, reported difficulty finding applicants with the job skills required for a variety of available jobs.

Computer skills, as well as grammar, punctuation, and spelling, are listed among the top ten skills required by employers. It is certainly possible that Hispanics, with their higher-than-average high school

drop out rates, may have less opportunity to obtain these and other skills taught in high school.

If existing job openings do not match the skills of a job seeker, the applicant is much less likely to be offered a job than if they had the required skills for current openings. This mismatch of skills can leave people unemployed for a longer period of time than if jobs were available for which they had skills.

Education

In addition to job skills, many employers require job applicants to meet certain minimum educational requirements. When comparing the high school completion of Hispanic students with the entire student body, it is clear that the drop out rate among Hispanics is high.

TABLE 2

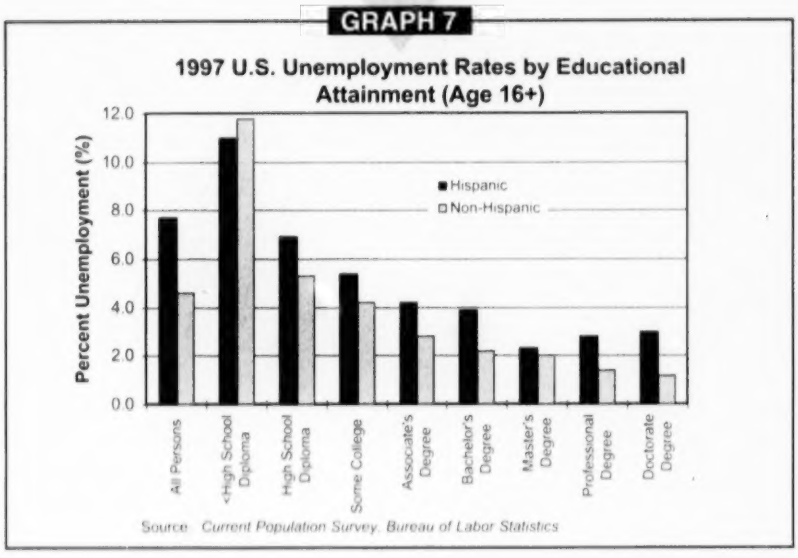
Hispanic Drop Out Rates Among Public High School Students, Oregon

School Year	Hispanic Rate	All Students Rate
1990-1991	14.8 %	6.5 %
1991-1992	12.5 %	5.8 %
1992-1993	14.0 %	5.7 %
1993-1994	16.2 %	6.6 %
1994-1995	17.9 %	7.4 %
1995-1996	16.5 %	7.2 %
1996-1997	15.7 %	6.7 %

Source: Oregon Dept. of Education

Many students do not make it through high school nor complete a General Equivalency Degree (GED). (Starting with the 1996-1997 data, a change was made so that individuals who drop out of high school, but pursue their GED, are not considered dropouts. This change in the definition results in a lower drop out rate than would have otherwise been calculated.) Since the 1990-1991 school year, the high school drop out rate for Oregon Hispanics rate has ranged from 12.5 to 17.9 percent (Table 2).

GRAPH 7



Source: Current Population Survey, Bureau of Labor Statistics

> ***" Since the 1990-1991 school year, the high school drop out rate for Oregon Hispanics rate has ranged from 12.5 to 17.9 percent. "***

High school drop out rates are higher for Hispanics than for any other group. At the beginning of the 1996-1997 school year, there were 9,484 Hispanic students enrolled in 9th through 12th grades in Oregon public schools. Over the course of the school year, 1,491 students (or one in six students) dropped out of school. The drop out rate for all students was just 6.7 percent (or one in every fifteen students).

Factors which affected each student's decision to drop out were recorded. Some factors were determined by the staff, others were collected from the students themselves. Among Latinos, the most common factors cited by the staff was that the student did not speak English well or at all, and that the student was working more than 15 hours a week. The students, on the other hand, indicated that the most common reason for leaving school was because the course work was not relevant. One-third of the student responses referring to a lack of support for cultural identity came from Latino students. Both student and staff responses are shown in Table 3.

Like the distribution of the Latino population, the number of Hispanic students enrolled in each county varies widely. Around the state, Malheur (24.0%), Hood River (20.6%), Jefferson (16.5%), Morrow

(15.9%), and Umatilla (14.6%) counties had the highest percentage of Hispanic students enrolled in public schools at the beginning of the 1996-1997 school year. These were also the only counties to exceed ten percent. On the other end, Crook (1.6%), Deschutes (1.6%), Wheeler (0.9%), Wallowa (0.7%), and Grant (0.6%) had the lowest proportions. The average Latino enrollment for the state was 4.8 percent. See Appendix A for a more detailed summary.

TABLE 3

Factors Affecting the Decision to Drop Out of 9th through 12th Grades Oregon Public Schools, 1996-1997 School Year

Staff Determined:	In Reference to Hispanic Students	In Reference to All Students	Hispanics as a % of All Students
Does not speak English well or at all	201	283	71%
Working 15+ hrs per week	188	1,152	16%
Frequent discipline referrals	127	1,054	12%
Pregnant or student parent	116	662	18%
Obligations to support family	103	352	29%
Substance abuse	62	853	7%
Health problems caused frequent absences	47	335	14%
Did not get along with school staff	44	415	11%
Attended 3 or more high schools	33	316	10%
Expelled and did not enroll in alternate educ.	24	123	20%
Homeless	14	275	5%

Student Reasons:	Hispanic Students	Total Students	Hispanics as a % of All Students
Course work was not relevant	159	1,185	13%
Peer pressure to not achieve	59	598	10%
Lack of personal attention in class	42	389	11%
Teaching techniques did not match learning style	33	329	10%
Lack of support for cultural identity	27	89	30%
Threatened by other students	11	102	11%

Note: Factors might not have been indicated for every student and more than one factor may have been indicated for any one student.

Source: Oregon Department of Education

The high dropout figures for the Hispanic population has prompted attention at the national level. In early 1998, it was reported that the President's newest budget included $500 million to target Hispanic students to help them improve their reading and math skills, to train 20,000 teachers on teaching English more effectively to Hispanic students and adults, to reform failing schools, to help boost disadvantaged students toward college, and to increase migrant education.

Currently very few of the post-secondary degrees awarded in Oregon go to persons of Hispanic origin. In the 1994-1995 school year, Oregon colleges and universities awarded over 24,000 post-secondary degrees, including Associates, Bachelor's, Master's, Doctor's, and first professional degrees. Of these, less than two percent (471) were earned by Hispanics. The degree data from the Department of Education does not indicate whether these people were Oregon residents. Most of the degrees earned by Hispanics were Bachelor's degrees (287), followed by Associate's degrees (109), generally a two-year degree.

These data are troubling given that education and employment are definitely linked, as shown in Graph 7. As one would expect, generally, the higher the education level, the lower the unemployment rate. At most educational levels, Latinos aged 16 or over had an equal or higher unemployment rate in 1997 than non-Hispanics. The exception is for those with less than a high school diploma. The difference is relatively small, 11 percent versus 11.8 percent for non-Hispanics, with both rates much higher than all other categories. Included in the 16-plus age group are students who may be working part-time or temporary jobs while they are attending school.

The Oregon Population Survey reported that 29 percent of Hispanic survey respondents in 1996 had less than a high school degree, and only 18 percent were college graduates. The statistics for all Oregonians represented in the survey were nearly identical to the Latino responses (Table 3), indicating that the Hispanics surveyed had similar educational levels to those of all Oregonians surveyed. Whereas the drop out rates for Latinos are much greater than for the total population as reported by the Department of Education, the education attainment levels in Table 4 appear very similar. The easiest explanation for this starts with the fact that the Oregon Population Survey is a telephone survey, thus anyone without a telephone is not contacted. People who are less educated will, in general, have lower incomes, and in turn are less likely to have a telephone and thus be included in the survey. This could be responsible for the Latino and all Oregonians response rates being so similar. Language should not be a barrier with the Oregon Population Survey as Spanish-speaking surveyors are available to take survey responses from Spanish-speaking individuals.

TABLE 4

Educational Attainment, 1996

	Latinos	All Oregonians
Less than High School	29.3%	28.6%
High School Diploma/GED	25.5%	26.4%
Some College	27.0%	25.7%
College Graduate	17.7%	18.1%
Post Graduate	0.4%	1.1%
	100.0%	100.0%

Source: Oregon Population Survey

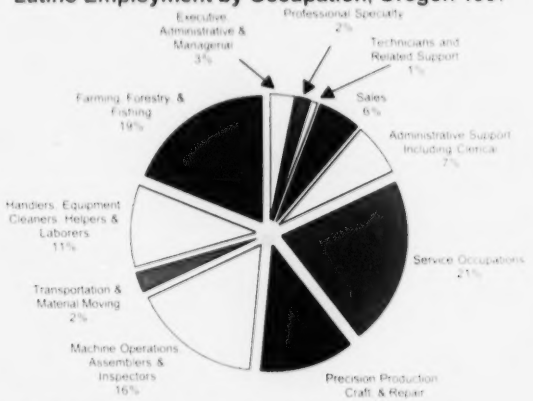
Occupational Employment Trends

Determining the occupations in which Latinos work is nothing but challenging! There are four sources of information that will be presented here: 1. the Oregon Employment Department (an occupational breakout of job applicants listed with the Department); 2. the Current Population Survey (a monthly survey of households that is conducted for all states by the U.S. Census Bureau for the Bureau of Labor Statistics (BLS)); 3. minority-owned business information from the 1992 Economic Census, Bureau of the Census; and 4. the Oregon Population Survey (last conducted in 1996).

Differences in methodology and in the classification of occupations make comparisons between these studies somewhat limited, but one thing that will become quite clear by the end of this chapter is that people of Hispanic origin work in all sectors of Oregon's economy. This clearly refutes the commonly held belief that Hispanics work almost solely in the agricultural crop industry, with perhaps a second job in the food processing industry. While there are many farm workers and service workers of Hispanic heritage, there are also thousands of Latinos in other occupations.

GRAPH 8

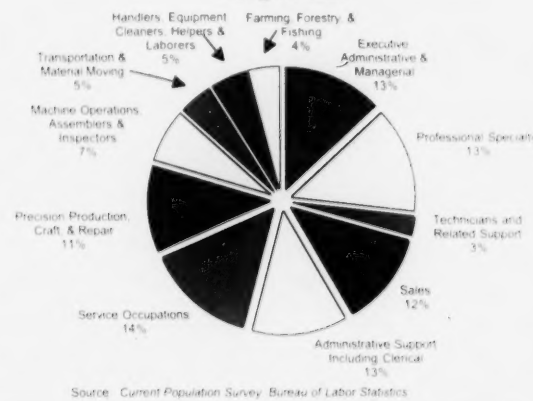
Latino Employment by Occupation, Oregon 1997


Executive, Administrative & Managerial 3%
Professional Specialty 2%
Technicians and Related Support 1%
Sales 6%
Administrative Support, Including Clerical 7%
Service Occupations 21%
Precision Production, Craft, & Repair 12%
Machine Operators, Assemblers, & Inspectors 16%
Transportation & Material Moving 2%
Handlers, Equipment Cleaners, Helpers, & Laborers 11%
Farming, Forestry, & Fishing 19%

Source: *Current Population Survey, Bureau of Labor Statistics*

GRAPH 9

Employment by Occupation, All Oregonians, Oregon 1997


Handlers, Equipment Cleaners, Helpers & Laborers 5%
Farming, Forestry, & Fishing 4%
Executive, Administrative & Managerial 13%
Transportation & Material Moving 5%
Machine Operators, Assemblers & Inspectors 7%
Professional Specialty 13%
Precision Production, Craft, & Repair 11%
Technicians and Related Support 3%
Service Occupations 14%
Sales 12%
Administrative Support, Including Clerical 13%

Source: *Current Population Survey, Bureau of Labor Statistics*

According to the 1990 Current Population Survey (CPS), the largest occupational category of Hispanic Oregonians was farming, forestry, and fishing, with over one-fourth of all employment. This was followed by services at 19.4 percent (Table 5). This is very different than the distribution of the U.S. Latino workers, which placed agriculture much farther down the list (at 4.3%).

The most recent data available from the CPS is for 1997 (Graphs 8 and 9). The largest concentration of Hispanics in 1997 was in service occupations, which accounted for over one-fifth of Oregon's Hispanic employment in 1997. This was followed by farming, forestry, and fishing, and machine operators, assemblers, and inspectors.

Compared with all Oregonians, Hispanics show some similarity in their occupational breakout. Not only is a large portion of the Hispanic

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TABLE 5

Employment by Occupation, Hispanics, 1990

	Oregon	U.S.
Farming, Forestry, & Fishing Occupations	29.9%	4.3%
Service Occupations	19.4%	22.9%
Machine Operations, Assemblers & Inspectors	10.4%	13.8%
Handlers, Equipment Cleaners, Helpers & Laborers	8.8%	6.9%
Administrative Support Occupations, Including Clerical	7.6%	13.4%
Executive, Administrative & Managerial Occupations	7.0%	6.0%
Precision Production, Craft, & Repair Occupations	5.7%	12.2%
Transportation & Material Moving Occupations	5.5%	4.3%
Professional Specialty Occupations	4.1%	6.5%
Sales Occupations	1.2%	7.8%
Technicians and Related Support Occupations	0.4%	1.8%
	100.0%	100.0%

Source: Current Population Survey, Bureau of Labor Statistics

workforce in service occupations, but so is a high percentage of the total workforce.

However, there are distinct differences in the breakout of employment by occupational category. While Hispanics are spread throughout the workforce, they are not well represented in the professional occupations. For the total population, the professional specialty, and executive, administrative, and managerial occupations account for 26 percent of all jobs, but these categories account for only five percent of jobs for the Hispanic population. Farming, fishing, and forestry, on the other hand, is a large occupation for the Latino workforce, but accounts for only four percent of jobs for all Oregonians.

Note that the data collected in the Current Population Survey are for people who reside in the state. Migrant workers, however, may only reside in Oregon for a few weeks or months before moving on to other states. Therefore, many migrant workers are not included in these figures. As such, the data in Graph 8 may be somewhat misleading. If we were to include migrant workers who are not currently captured in the data, the farming, forestry, and fishing section would represent a bigger piece of the pie than its apparent 19 percent share.

Another source of occupational information is the Oregon Population Survey. The categorical breakout is slightly different than that for the CPS and the data tell a different story. The survey results for Oregon Latinos for 1992 and 1996 are shown in Table 6.

Differences between the CPS and Oregon Population Survey are striking. The CPS reports 15 percent of Oregon's Hispanics worked in farming, forestry, and fishing in 1996. Meanwhile, the Oregon Population Survey shows that three percent of respondents worked in the agriculture and related fields. In this survey, professional, managerial, and business owners made up the greatest percent of the responses in 1996, and tied with clerical in 1992. Services, laborers, and agriculture and related occupations combined for 19 percent of the total responses in 1996.

As stated earlier, keep in mind that the Oregon Population Survey is a telephone survey of households in the state, and therefore people without a phone were not contacted.

TABLE 6

Percent of Hispanic Respondents by Occupational Employment, 1992 and 1996

	% Racial & Ethnic Respondents 1992	% Racial & Ethnic Respondents 1996
Prof. Spec., Technical, Technicians/Mgr./Owner	24%	19%
Clerical, Office, Administrative Support	24%	17%
Sales: Wholesale and Retail	14%	16%
Craftsmen, Repair, Blue Collar, Production	10%	14%
Machine Operator, Assembler	11%	14%
Services: Food, Health, Cleaning, Personal, Protective	10%	11%
Laborer, Equipment Cleaner, Helper, Handler	5%	5%
Agriculture, Fishing, Forestry, Logger	3%	3%

Source: Oregon Population Survey

TABLE 7

Occupations of Job Applicants Listed with the Oregon Employment Department Job Service, July 1996 to June 1997

	Total Applicants	Total Hispanic	Percent Hispanic
All Occupational Groups	434,500	40,533	9.3%
Laborers	72,705	13,765	18.9%
Operators	68,332	10,892	15.9%
Service Workers	71,670	5,825	8.1%
Technicians	12,112	678	5.6%
Craft Workers	54,934	2,951	5.4%
Sales Workers	37,113	1,654	4.5%
Office & Clerical Workers	62,005	2,744	4.4%
Officials and Managers	24,130	885	3.7%
Professionals	31,499	1,139	3.6%

Source: Oregon Employment Department

The small percentage of people reported in the agriculture and related fields in the Oregon Population Survey may be due to the methodology of obtaining the data. Many agricultural workers are migrant, moving often, and may not have a telephone. Also, as mentioned earlier, some migrant workers may not remain in one area long enough to be counted, or they may work in Oregon, but not actually be an Oregon resident.

Other data sources confirm the general themes outlined in the previous surveys. The Oregon Employment Department takes job orders from employers and helps place job applicants in openings. Of the more than 430,000 job applicants between July 1996 and June 1997, over nine percent were Hispanic.

The occupations of the job applicants, listed in Table 7, show that prior to coming to the Employment Department in search of a job, the largest group of the Hispanic applicants were laborers, followed closely by operators. Fewer people of Hispanic origin were in the higher skilled occupational categories. Less than four percent of all the job seekers coming to the Employment Department in the professionals and officials and managers categories were Hispanic.

The apparent discrepancies of these various sources begs the question: "So, how many Latinos are actually working in these occupations?" The best way to answer this question is to say that we simply do not have a consistent survey tool that provides an accurate current measurement of Hispanic employment trends. Keeping in mind that the various data sources have their own limitations, there are a few observations that can be made.

First, it is clear that Latinos are not solely in agriculture and service occupations. All of the surveys presented here indicate Latinos are represented in all major occupational groups. While the actual estimates vary considerably, it is clear that the agricultural industry is no longer the primary employer of Hispanics in Oregon.

TABLE 8

Hispanic Employment by Occupation, Oregon, 1990 and 1997

	1990	1997	Change '90-'97	Percent Change
Service Occupations	8,900	26,000	17,100	192%
Machine Operations, Assemblers & Inspectors	4,800	20,000	15,200	317%
Handlers, Equipment Cleaners, Helpers & Laborers	4,000	13,000	9,000	225%
Precision Production, Craft, & Repair	2,600	15,000	12,400	477%
Executive, Administrative & Managerial	3,200	4,000	800	25%
Sales	600	7,000	6,400	1067%
Farming, Forestry & Fishing	13,800	23,000	9,200	67%
Professional Specialty	1,900	2,000	100	5%
Administrative Support Including Clerical	3,500	8,000	4,500	129%
Technicians and Related Support	200	1,000	800	400%
Transportation & Material Moving	2,500	3,000	500	20%
Total	46,000	122,000	76,000	165%

Source: Current Population Survey, Bureau of Labor Statistics

Second, many of the occupations that are common for Latinos in agriculture, nondurable goods manufacturing, services, and trade industries tend to demand less education than jobs in other sectors. While some of these occupations require a college degree or higher-level skills, occupations such as agricultural laborer, assembly workers, retail sales clerk, and waiter/waitress are jobs which have lower skill and educational requirements. They also have a tendency to pay lower wages.

Third, a greater share of Hispanics work in non-agricultural occupations. Looking at the CPS data for 1990 and 1997, we can get an idea of how occupational employment has changed over time. Table 8 shows the mix of employment in the major groups in these two years based on the Current Population Survey. Most occupational categories showed tremendous gains, while managerial, professional, technical, and transportation and material moving grew more moderately.

So far, the discussion of occupational workers has focused on major occupational groups which place similar or related occupations into a single category. There is one grouping of people not yet mentioned which are actually spread throughout all occupations: business owners. The number of Hispanic business owners is growing in the state, partly because of the increased Latino population. New businesses are sprouting up to cater to Hispanic clientele. And many of the owners are themselves Hispanic.

According to the 1992 Economic Census - Survey of Minority Business Enterprises, there were eight Oregon counties with 100 or more Hispanic-owned firms (Table 9). The Oregon Association of Minority Entrepreneurs estimates that since 1992, the number of Hispanic-owned firms has increased by 50 percent. This follows the earlier national trend between 1987 and 1992, Hispanic-owned firms grew 76 percent, while all firms grew by only 26 percent in the U.S. Also, receipts of Hispanic-owned firms increased at twice the rate of all firms, with retail trade industries accounting for almost a quarter of the total receipts. In the U.S., 45 percent of Hispanic-owned firms were in the service industries, with over half concentrated in business and personal services.

TABLE 9

Oregon Counties with 100 or More Hispanic-Owned Firms, 1992

	Number of Firms	Number of Firms with Paid Employees	Total Number of Employees	Sales and Receipts ($1,000s)	Annual Payroll ($1,000s)
Multnomah	844	130	73,963	$88,306	$22,262
Washington	393	68	33,572	$39,783	$9,386
Lane	332	67	15,520	$18,875	$3,576
Clackamas	330	81	— [D]	— [D]	— [D]
Jackson	258	53	15,762	$18,496	$4,306
Marion	235	25	5,116	$14,982	$1,663
Malheur	126	34	4,785	$9,434	$1,001
Josephine	125	14	8,502	$10,100	$3,666

[D] Data withheld to avoid disclosing operations of individuals

Source: 1992 Economic Census - Survey of Minority-Owned Business Enterprises, Bureau of the Census

Industry Employment Trends

Occupational analysis provides a picture of what specific jobs people do, but it does not show the types of industries they work for. A single occupation may be found in more than one industry. For example, an occupation such as

> ❝ *The Hispanic workforce contributes to every industry in the Oregon economy.* ❞

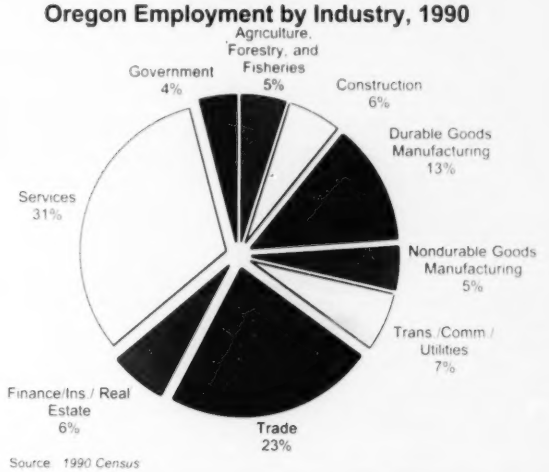
administrative assistant is found in all major industries, such as construction, manufacturing, and trade. Like occupational employment, industry employment evolves over time with changes in the supply and demand of goods and services. Industry employment is defined by the type of business an employee works for.

The Hispanic workforce contributes to every industry in the Oregon economy. The 1990 Census shows that over half of the people employed in Oregon were working in the services and trade industries. All other sectors held a share of between four and thirteen percent.

The main difference between the breakout of all persons and that of Latino employment in 1990 was the sizable differences in agriculture, forestry, and fisheries (Graph 11). According to Census data, agriculture led the way in 1990, but not by much at all. Following close on its heels was employment in the services industry. Agriculture and services together made up 45 percent of all Hispanic employment. Very few Hispanics were working in construction, transportation, communication, and utilities, and finance, insurance, and real estate. The remaining industry sectors employed three to five thousand Latinos each.

GRAPH 10

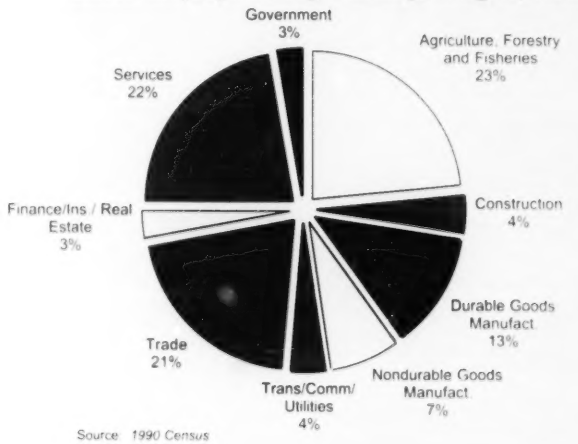
Oregon Employment by Industry, 1990



Source: *1990 Census*

GRAPH 11

Latino Employment by Industry, Oregon, 1990



Source: *1990 Census*

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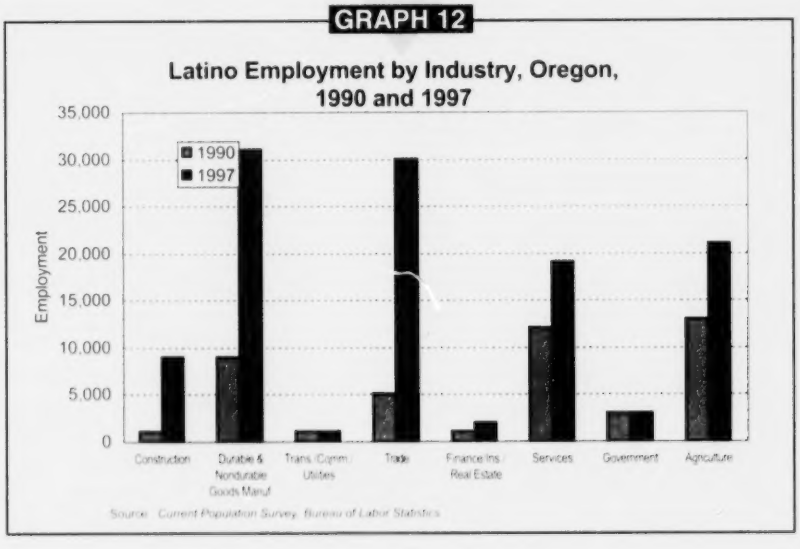
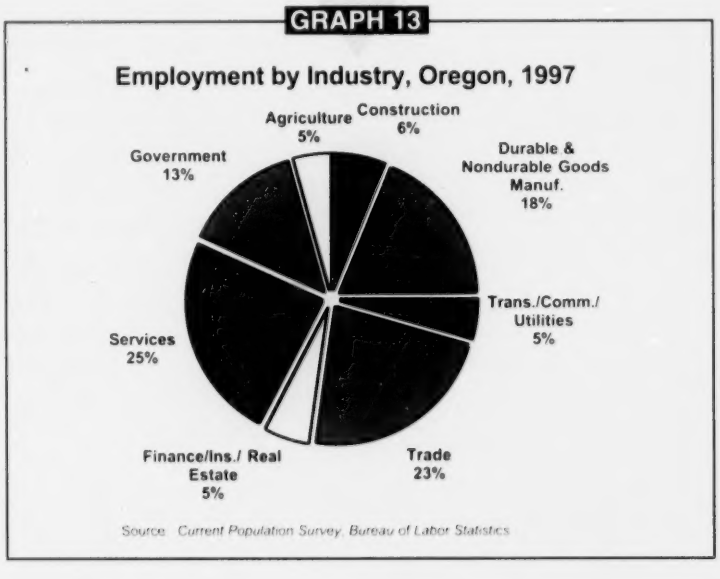
To compare 1990 and 1997, we will turn to data from the CPS. The industry picture of 1997 looks quite different than that for 1990.

The Latino workforce has not transitioned away from the service and agricultural industries, rather, other sectors have added significant amounts of employment. Employment in the manufacturing sector, including durable and nondurable goods, is now the top industry employer with over 30,000 Latinos working in the industry. Trade moved to second in 1997 (Graphs 13 and 14). Both manufacturing and trade now have greater Hispanic employment than either services or agriculture. Together, these four industries clearly dominate Hispanic employment.

GRAPH 12



GRAPH 13



Comparing the industrial employment breakout of Latinos with all Oregonians for 1997, we see some definite similarities: services, manufacturing, and trade are the dominate industries for both populations. The percent of overall employment in agriculture is much smaller than the Hispanic breakout. Both trade and manufacturing have a larger share of Latinos than the overall population. A larger portion of working Latinos are employed in these industries than the total workforce. Also, of the Latinos employed in the state, only three percent are working in the government sector, and less than one percent of all government employees in 1997 were Hispanic. At the same time, government employment was 13 percent of total employment. Other major industry sectors show similar percent distributions between employed Latinos and all employed workers in the state.

What can we conclude about industry employment? Hispanics are part of all aspects of the economy. They are no more concentrated in services and trade than all employed Oregonians. While agriculture has been and continues to be a large employer of Latinos, as more Latinos enter the labor force, they are moving into non-

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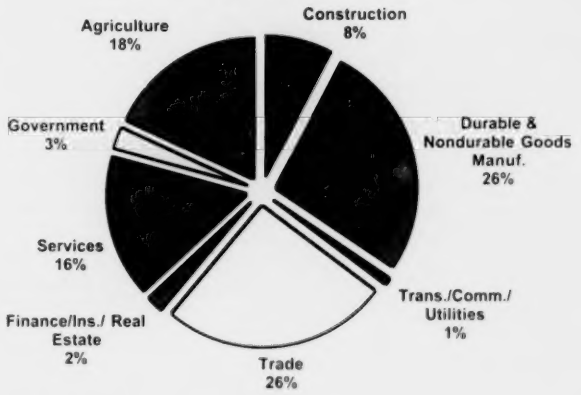
agricultural industries at a faster pace than into agriculture.

The agricultural industry does not respond as quickly to a booming economy as other sectors such as trade and services. Agriculture is by no means static: the nursery industry is expanding, new crops are being produced in the state, and more value-added production is taking place. At the same time, though, increased automation and changing crop patterns are resulting in reduced demand for hand labor. As the Hispanic labor force continues to expand, the agricultural industry may see some increase in employment levels, but by no means will it absorb all of the increase.

GRAPH 14

Latino Employment by Industry, Oregon, 1997



Source: *Current Population Survey, Bureau of Labor Statistics*

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Profile

Mayra Del Rosario

After living the first 14 years of her life in the Dominican Republic, Mayra, the youngest of six children, moved with her family to Puerto Rico, where she continued to reside through her college years. She attended the University of Puerto Rico, where she met her husband, and graduated with a Bachelor's Degree with honors in psychology.

Following college, Mayra was a case worker for the Salvation Army in Puerto Rico. Due to the high levels of crime in Puerto Rico, Mayra and her family decided to move away from the area. After arriving in Oregon, Mayra worked with the Women, Infants, and Children (WIC) program at Family Resources in Eugene and then for Salud Medical Center in Woodburn, and taught classes in both English and Spanish through the program as a WIC certifier.

Mayra resides in Klamath Falls, where she and her husband are raising their two children. She is currently working two jobs. During the day, Mayra is a bilingual educational assistant with the Klamath Falls City School District. After hours, she teaches step aerobics at the YMCA.

How would people describe you? Cheerful, friendly, creative, and as having a good sense of humor.

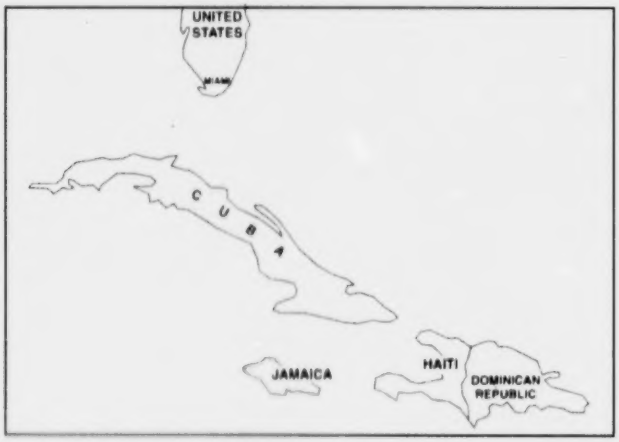
What do you do in your spare time? Exercise, garden at my new home, and read.

Do you have a claim to fame? In college, I took courses from several professors who were well known for the books they wrote.

Something people might be surprised to know about you: I have a bad temper.

What is your favorite childhood memory: Going on vacation with my dad in the country in the Dominican Republic, climbing trees, eating fruit straight from the trees, and running in the meadows.

What is your advice to Hispanic youth in Oregon? Have confidence, you can do anything you try, and work with your community to make it a better place.



Income & Wages

There are jobs, and then there are good jobs. One reason some people may deem a particular job as a good job is because of the wages it offers. But we need to take into account other factors, like how many people are in an average household and per capita income, to determine how well a certain income level will allow a family to live.

As indicated in the first chapter, many Hispanics who now reside in Oregon are originally from other countries. They largely came to Oregon in search of a better life, and to many, that included increased income. Some of the individuals who are profiled in this publication are the first or second generation in their families to live in the U.S. Therefore, keep in mind that incomes in other counties where many of these people are coming from, Mexico for instance, have much lower average incomes. The potential for higher income has definitely been a consideration for many in-migrants.

One way to put wages or earnings into perspective is to compare different measurements of income, such as the average wages, the minimum wage, the economically disadvantaged income level, and the "family wage" level of a given area. There is one point that can be stated at the beginning of this discussion on income: Hispanics in Oregon earn less than the Oregon average.

" For all Oregonians, per capita personal income in 1989 was $13,418, compared with $6,996 for Hispanics. "

TABLE 10

Annual Income of Hispanic Households, Oregon, 1996

	Hispanic	All Oregonians
Less than $5,000	6%	7%
$5,000 to $14,999	20%	17%
$15,000 to 24,999	23%	24%
$25,000 to 34,999	19%	15%
$35,000 to 44,999	12%	15%
$45,000 to 54,999	4%	6%
$55,000 +	16%	17%
	100%	100%

Source: Oregon Population Survey

According to the 1990 Census, the median household income of all Oregonians was $27,250 in 1989. (If all the income levels were listed in ascending or descending order, the median would be the value in the middle.) The median household income for people of Hispanic origin was $21,503, over 20 percent less. An even more startling difference can be seen with the per capita personal income -- the total income of a group of people divided by the group's population. For all Oregonians, per capita personal income in 1989 was $13,418, compared with $6,996 for Hispanics.

The 1996 Oregon Population Survey's findings on annual household income are shown in Table 10. Forty-nine percent of Hispanic respondents had household income levels of less than $25,000 and 26 percent were under $15,000. Again, keep in mind that the Oregon Population Survey is a telephone survey of households in the state, and therefore people without a phone (who tend to be of a lower socio-economic condition) were not contacted.

These differences in median and average incomes of Hispanic households and the total population have led to a great disparity in total wealth as well. According to the U.S. Census Bureau, the median household net worth (including homes, cars, and savings) of all White households in the U.S. in 1984 was $40,000 greater than that for Hispanic households. That gap increased slightly by 1993, when the median net worth of White households was $45,740, while that for Hispanic households was just $4,656.

Despite both the lower income and the wealth figures for Latino households, a compari-

TABLE 11

Economically Disadvantaged Hispanics, Oregon* Ranked by Percent Change 1990 to 1998

	Program Year 1990	Program Year 1998	Percent Change
Sherman	18	12	-33%
Benton	676	570	-16%
Gilliam	18	16	-11%
Harney	117	105	-10%
Grant	68	62	-9%
Lincoln	351	333	-5%
Lane	3,288	3,206	-2%
Wheeler	0	3	na
Lake	122	127	4%
Crook	170	178	5%
Douglas	1,108	1,177	6%
Columbia	290	317	9%
Union	145	163	12%
Coos	618	696	13%
Clatsop	272	312	15%
Jackson	2,567	3,140	22%
Linn	872	1,070	23%
Josephine	840	1,047	25%
Malheur	2,396	3,110	30%
Multnomah	5,652	7,496	33%
Klamath	1,044	1,411	35%
Baker	83	115	39%
Oregon	**38,987**	**55,070**	**41%**
Curry	108	156	44%
Tillamook	128	187	46%
Deschutes	586	864	47%
Polk	846	1,292	53%
Wallowa	30	48	60%
Marion	5,738	9,195	60%
Clackamas	1,680	2,736	63%
Umatilla	1,502	2,667	78%
Jefferson	486	911	87%
Washington	3,135	6,096	94%
Yamhill	1,076	2,115	97%
Morrow	184	383	108%
Wasco	183	395	116%
Hood River	600	1,361	127%

*Data for ages 13 and under estimated.

Source: JTPA and Oregon Employment Department

son of Oregon wages and wages in foreign countries highlights the allure the U.S. might have for many families of Hispanic culture.

In Oregon, the 1998 minimum wage is $6.00 per hour, or about $12,500 annually for full-time employment. A "family wage" job can be defined as any job which pays at, or more than, the average wage of all workers covered by the Unemployment Insurance program. In 1996, this was $27,046 per year.

TABLE 12

1997 Poverty Thresholds, 48 Contiguous States & D.C.

Size of Family Unit	Poverty Level
1	$8,178
2	$10,468
3	$12,803
4	$16,404
5	$21,880
6	$24,825
7	$27,713
8	$32,705

Source: U.S. Census Bureau

The majority of Hispanics in Oregon are Mexican-Hispanics. Many were born in Oregon and have lived here for years, while others have arrived from Mexico more recently. The minimum wage in Mexico is about $3.00 to $4.00 per day. With the U.S. minimum wage at $5.15 per hour and Oregon's minimum wage currently at $6.00 per hour, the disparity is great. Working at the minimum wage, a worker in Oregon earns 16 times what a minimum wage worker in Mexico earns, though the cost of living is much greater in Oregon.

To be considered economically disadvantaged under the Job Training Partnership Administration (JTPA), an individual must be on welfare, be below the poverty level, receiving food stamps, or be a foster child. Every year, the Oregon Employment Department, in cooperation with JTPA, estimates the

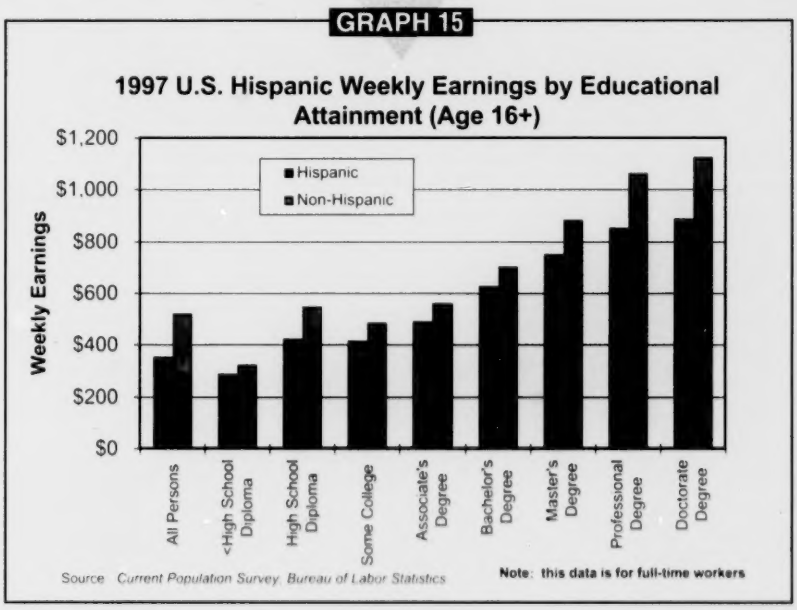
number of economically disadvantaged people in Oregon. Estimates are computed for those aged 14 years and older. To capture the remainder of the disadvantaged population, disadvantaged children age 0 to 13 were estimated and added to the totals for those aged 14 and over. The results are shown in Table 11. In most Oregon counties, the number of economically disadvantaged Hispanics has increased since 1990. Only eight counties showed signs of improvement. The statewide figure grew 41 percent. Some of the increase may have been caused by the increase in population. Between 1990 and 1997, Oregon's Latino population increased by 191 percent.

Poverty thresholds are another indicator of income levels. The 1997 poverty thresholds are presented in Table 12. The most recent poverty data available for Hispanics is from the 1990 Census. At that time, 30,000 Hispanic Oregonians, almost 30 percent, were below the poverty level.

There is little doubt that in Oregon, income levels for Hispanics are considerably lower than those for all Oregonians. One contributing factor is that Hispanics are concentrated in lower-paying occupations, and it follows that income among Hispanics is lower than the overall average. Service occupations, machine operators, assemblers and inspectors, and handlers, equipment cleaners, helpers, laborers, and agricultural jobs all tend to offer lower wages. Also, jobs in the agricultural industry tend to be seasonal and not full time, thus people who work only in agriculture have a more difficult time finding year-round work.

Graph 15 is an excellent example of how income and education are related. It also demonstrates the inequity between Hispanic and non-Hispanic earnings. While this data is for the U.S., there is no indication that Oregon would deviate significantly from U.S. levels. For both Hispanics and non-Hispanics, as education increases, average weekly earnings rise steadily. Increased education clearly helps increase earnings.

GRAPH 15



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Contributions to the Economy

There is another side of the income equation that undeniably deserves attention. It has to do with the income generated in the economy as a result of the output generated by Oregon's Hispanic workforce.

One very clear example is in the agricultural industry: a $3.1 billion-a-year venture in the state. Hispanics play a major role in this industry. Every year, tens of thousands of workers, many of whom are migrants, harvest crops, care for nursery stock, haul and process food, and work in warehouses across the state. Without a ready supply of workers, many of whom are Hispanic, Oregon farmers would be faced with higher costs as they switch to mechanical harvesters, offer higher wages to attract more workers, or change their cropping patterns to require less labor. For many crops, the technology has not yet been developed to efficiently harvest by machine. For other crops, some tasks in the production process simply demand the use of hand labor. For still other crops, small profit margins make expensive machinery an unlikely option.

> ***"According to the '97-'98 Larson Northwest Hispanic Market Report, the buying power of the over one hundred thousand Latino residents in the Portland-Salem Oregon area is nearly $1 billion."***

Recently increased enforcement efforts by the Immigration and Naturalization Service have led to concern about agricultural labor shortages in Oregon. If this occurs, possible outcomes include an increase in food prices as more products are imported into the state, an increase in farmers' wage and other expenses to offset a drop in the supply of farm workers, and a reduction in revenues generated by the industry.

With the Latino workforce spread throughout the state's economy, the impact of this growing labor force clearly goes beyond the agricultural industry. And not only is their influence in the various economic sectors important, but so is their spending power. According to the '97-'98 Larson Northwest Hispanic Market Report, the buying power of the over one hundred thousand Latino residents in the Portland-Salem Oregon area is nearly $1 billion. The number would be higher if migrant spending was included. The other metro area profiled in this report was Medford-Southern Oregon. Here, over 30,000 resident Hispanics generate a quarter billion dollars of buying power.

Commission on Hispanic Affairs

Barriers to Employment

Christopher Santiago Williams, Executive Director

Given the rapidly growing population of Latinos in Oregon (currently estimated at over 170,000) and the youthful characteristic that helps define the Hispanic community, the Oregon Commission on Hispanic Affairs is concerned about employment opportunities available (and attainable) for the state's Latino workforce. Even in today's society, the Latino population faces barriers when seeking employment. Some of these barriers are associated with education and language skills, transportation, homelessness, and equal opportunity.

During the 1995-1996 school year, there were 39,900 children of Hispanic origin enrolled in the K-12 educational system in Oregon. This growing number demonstrates the youthfulness of the Latino community of Oregon. The disheartening news is that the statewide high school drop out rate of Hispanics rose between the 1991-1992 and the 1996-1997 school years (12.5% vs. 15.7%, respectively), although the number of Latinos continuing their education beyond high school in Oregon is higher than the national average. Historically, some Latino families have utilized all the labor available to them (including their children) to financially sustain themselves, taking children out of school or foregoing education beyond high school.

Tied to the educational issue is a lack of English language skills among some Hispanics, which is only exacerbated by a lack of education. Without language skills, it is nearly impossible to obtain employment beyond a level of manual labor in a country which is predominately English-speaking at this time. Acquisition of the English language is held as a key priority for most Hispanics. However, without the proper channels to obtain these skills, community members continue to suffer the consequences of not knowing the language. Being refused services, unable to purchase items, and unable to communicate effectively on a day to day basis are a few of the barriers that exist because of the lack of English language acquisition by Latinos. While an increasing number of services are becoming available for Latinos to obtain language skills, the simultaneous growth in the Hispanic population by far surpasses the current learning opportunities. The largest portion of the population affected by the need to acquire English language skills, and possibly the most important group, are Hispanic children and youths.

Transportation can present another barrier to Hispanics seeking a place in the workforce. The segment of the Latino community in lower-wage jobs often finds it difficult to afford a vehicle. Reliance on shared vehicles in rural areas is prevalent, where several families may pool their resources to purchase, insure, and maintain a vehicle. For those who do not have a vehicle, they either commute with a group of people who live near one another and work in the same areas or take advantage of the bus systems.

While homelessness is by no means limited to the Latino population, it has been a problem in the past for Latinos and remains a barrier today. One of the industries in which homelessness is most apparent is agriculture. Because many jobs are seasonal in nature, workers may spend short periods of time in one area, too short a time to find even temporary housing. While most seasonal workers are single men, there are also a large number of families that participate in the harvest. Both single individuals and families may be forced to live in vehicles or in makeshift homes, especially during the peak harvest season between May and November. The lack of a home base, and the related absence of an address or phone, increases the difficulty of making contact with employers regarding job opportunities. In addition, even the appearance of homelessness, regardless of ethnicity, often means that individuals are denied employment opportunities, especially in regard to higher wage positions. The ability for homeless workers to advance is severely impeded by their lack of roots within a specific community.

Several other factors contribute to the inequities Latinos face in the workforce. Comparing the percent of Latinos and Anglos working in lower-skilled labor versus professional or managerial positions clearly shows a disparity between the two groups. As mentioned in this report, the high school drop out rate among Hispanics is much greater than for the population as a whole. While higher skilled jobs exist for people with low educational levels, it takes time to work up to these positions. Also, statistics show that less education generally leads to a higher unemployment rate and lower wages.

Conscious and unconscious discrimination also still plays a role in employment of Latinos in the state and continues to impede their advance in the workplace.

Having said all this, not all the news is bad. High school drop out rates for Hispanics have declined slightly in recent years and Hispanics are finding employment, in increasing numbers, across a much more varied group of industries and occupations. Old stereotypes about Latinos working only in farm-related jobs are becoming less and less accurate. As shown in this report, some Hispanics are succeeding in their chosen career fields, and becoming visible leaders and role models as teachers, elected officials, and business owners.

The Commission on Hispanic Affairs recognizes these signs of progress, but remains concerned about the number of families and individuals who find themselves in a cycle that pulls them out of education and into the workforce in Oregon. The Commission fears that this trend will continue unless concerted efforts are made to:

- Decrease the Hispanic high school drop out rate;
- Provide alternative educational opportunities for Latinos who have entered the workforce; and
- Increase the standard of living for low-wage earners, specifically the predominantly Hispanic agricultural labor force in Oregon.

Without a shift in political and ideological culture in Oregon, the growing Hispanic community will continue to face barriers to employment and other facets of their lives on a daily basis. This report by the Oregon Employment Department is only a first step in identifying the status and, more importantly, the needs of Hispanics in Oregon today. These data must now be looked at carefully and steps should be taken to increase the average income for Hispanics, to decrease the Hispanic drop out rate from high school, and to improve the living conditions of the Latino community statewide. Improvements to the economic well-being of Hispanics will surely better the living situation of all Oregonians.

Appendices

APPENDIX 1

Ancestry of Hispanic Population, Oregon, 1990

Country of Ancestry	Number
Mexico	84,792
Puerto Rico	2,884
Cuba	1,394
Guatemala	1,153
Honduras	391
Nicaragua	416
Panama	335
El Salvador	849
Other Central America	454
Colombia	829
Ecuador	151
Peru	668
Other South America	1,302
Other Hispanic	14,956
Total	110,574

Source: 1990 U.S. Census

APPENDIX 2

Hispanic Population by Race Oregon, 1990

Race	Number
White	57,139
Black	948
Indian	2,721
Other	48,288

Source: 1990 U.S.Census

APPENDIX 3

Oregon Population Growth by Race

	1980-1990	Projected 1990-2000
White, not Hispanic	5%	18%
Black, not Hispanic	22%	38%
Native American, not Hispanic	25%	26%
Asian & Pacific Islander, not Hispanic	72%	65%
Hispanic, all races	70%	73%
Total Minority	52%	58%

Source: U.S. Bureau of the Census

APPENDIX 4

Average Annual Unemployment Rates

Year	Oregon Hispanic	Oregon Total, All Races	U.S. Hispanic	U.S. Total, All Races
1990	6.5%	5.5%	8.0%	5.6%
1991	10.4%	6.0%	9.9%	6.8%
1992	16.8%	7.5%	11.4%	7.5%
1993	10.7%	7.2%	10.6%	6.9%
1994	10.6%	5.4%	9.9%	6.1%
1995	9.4%	4.8%	9.3%	5.6%
1996	9.9%	5.9%	8.9%	5.4%
1997	8.5%	5.8%	7.7%	4.9%

Source: Current Population Survey, Bureau of Labor Statistics

APPENDIX 5

1997 Unemployment Rates, U.S., Age 16+

	Hispanic	Non-Hispanic
All Persons	7.7%	4.6 %
Less than High School Diploma	11.0%	11.8 %
High School Diploma	6.9%	5.3 %
Some College	5.4%	4.2 %
Associate's Degree	4.2%	2.8 %
Bachelor's Degree	3.9%	2.2 %
Master's Degree	2.3%	2.0 %
Professional Degree	2.8%	1.4 %
Doctorate Degree	3.0%	1.2 %

1997 Average Weekly Earnings, U.S., Age 16+

	Hispanic	Non-Hispanic
All Persons	$351	$521
Less than High School Diploma	$285	$322
High School Diploma	$422	$547
Some College	$414	$487
Associate's Degree	$489	$559
Bachelor's Degree	$625	$701
Master's Degree	$749	$884
Professional Degree	$851	$1,065
Doctorate Degree	$886	$1,123

Source: Current Population Survey, Bureau of Labor Statistics

APPENDIX 6

Employment by Occupation, Oregon, 1997

	Latino 1997	Total 1997	Percent Latino
Executive, Administrative & Managerial	4,000	214,000	2%
Professional Specialty	2,000	226,000	1%
Technicians and Related Support	1,000	42,000	2%
Sales	7,000	199,000	4%
Administrative Support Including Clerical	8,000	204,000	4%
Service Occupations	26,000	229,000	11%
Precision Production, Craft, & Repair	15,000	187,000	8%
Machine Operations, Assemblers & Inspectors	20,000	112,000	18%
Transportation & Material Moving	3,000	74,000	4%
Handlers, Equipment Cleaners, Helpers & Laborers	13,000	76,000	17%
Farming, Forestry, & Fishing	23,000	68,000	34%
Total	122,000	1,631,000	7%

Source: Current Population Survey, Bureau of Labor Statistics

APPENDIX 7

Employment by Industry, Oregon, 1990

	Hispanic	Total	Percent Hispanic
Agriculture, Forestry, and Fisheries	10,932	66,730	16%
Construction	1,978	76,685	3%
Durable Goods Manufacturing	5,918	171,335	3%
Nondurable Goods Manufacturing	3,524	61,873	6%
Trans./Comm./ Utilities	1,857	86,289	2%
Trade	9,697	300,948	3%
Finance/Ins./ Real Estate	1,428	78,671	2%
Services	10,439	423,296	2%
Government	1,306	54,133	2%
Total	47,079	1,319,960	4%

Source: 1990 Census

APPENDIX 8

Employment by Industry, Oregon 1990 & 1997

	Hispanics 1990	Hispanics 1997	Total 1997	Percent Hispanic 1997
Construction	1,000	9,000	94,000	10%
Durable & Nondurable Goods Manuf.	9,000	31,000	267,000	12%
Trans./Comm./ Utilities	1,000	1,000	73,000	1%
Trade	5,000	30,000	334,000	9%
Finance/Ins./ Real Estate	1,000	2,000	76,000	3%
Services	12,000	19,000	356,000	5%
Government	3,000	3,000	196,000	2%
Agriculture	13,000	21,000	67,000	31%
Total	45,000	116,000	1,463,000	8%

Source: Current Population Survey, Bureau of Labor Statistics

APPENDIX 9

Oregon Population, July 1, 1997

County	Total Population	Total Hispanic	Percent of Total County Population
Baker	16,418	446	2.7%
Benton	76,544	2,709	3.5%
Clackamas	331,106	12,459	3.8%
Clatsop	35,546	1,033	2.9%
Columbia	43,751	1,195	2.7%
Coos	62,531	2,100	3.4%
Crook	16,958	721	4.3%
Curry	21,283	576	2.7%
Deschutes	101,367	3,161	3.1%
Douglas	101,818	3,551	3.5%
Gilliam	1,955	76	3.9%
Grant	8,002	211	2.6%
Harney	7,033	340	4.8%
Hood River	19,618	4,431	22.6%
Jackson	170,960	10,191	6.0%
Jefferson	16,587	2,437	14.7%
Josephine	73,459	3,093	4.2%
Klamath	63,009	4,754	7.5%
Lake	7,327	404	5.5%

County	Total Population	Total Hispanic	Percent of Total County Population
Lane	311,356	11,513	3.7%
Lincoln	45,587	1,077	2.4%
Linn	103,440	3,706	3.6%
Malheur	28,504	7,589	26.6%
Marion	265,123	30,443	11.5%
Morrow	9,631	1,482	15.4%
Multnomah	624,619	30,406	4.9%
Polk	60,130	4,926	8.2%
Sherman	1,801	63	3.5%
Tillamook	24,384	624	2.6%
Umatilla	64,754	8,203	12.7%
Union	25,071	596	2.4%
Wallowa	7,413	191	2.6%
Wasco	23,252	1,656	7.1%
Washington	391,335	26,123	6.7%
Wheeler	1,603	23	1.4%
Yamhill	80,212	7,300	9.1%
Total	3,243,487	189,809	5.9%

Source: US Census Bureau

APPENDIX 10

1996-1997 High School Students and Dropouts, Oregon

(Student enrollment counted at beginning of the year, dropouts counted over the school year)

	Hispanic Students	Total Students	Percent Hispanic Students	Hispanic Dropouts	1996-1997 Total Dropouts	Hispanics as Percent of Total Dropouts
Baker	20	980	2.0%	0	28	0%
Benton	76	3,215	2.4%	12	136	9%
Clackamas	482	15,892	3.0%	73	912	8%
Clatsop	40	1,683	2.4%	7	87	8%
Columbia	62	2,695	2.3%	0	118	0%
Coos	76	3,364	2.3%	5	155	3%
Crook	15	916	1.6%	3	38	8%
Curry	48	1,013	4.7%	2	39	5%
Deschutes	87	5,343	1.6%	13	269	5%
Douglas	124	5,411	2.3%	14	298	5%
Gilliam	4	129	3.1%	1	4	25%
Grant	3	527	0.6%	0	11	0%
Harney	18	430	4.2%	0	19	0%
Hood River	226	1,099	20.6%	8	19	42%
Jackson	430	8,348	5.2%	67	611	11%
Jefferson	144	875	16.5%	26	71	37%
Josephine	141	3,456	4.1%	16	244	7%
Klamath	230	3,321	6.9%	30	178	17%
Lake	20	505	4.0%	4	14	29%
Lane	428	14,302	3.0%	42	795	5%
Lincoln	56	2,232	2.5%	19	219	9%
Linn	182	5,476	3.3%	18	370	5%
Malheur	397	1,654	24.0%	76	128	59%
Marion	537	13,766	3.9%	330	1,259	26%
Morrow	99	623	15.9%	14	30	47%
Multnomah	979	25,735	3.8%	246	2,211	11%
Polk	173	2,028	8.5%	28	110	25%
Sherman	4	126	3.2%	0	4	0%
Tillamook	26	1,271	2.0%	1	70	1%
Umatilla	532	3,635	14.6%	88	254	35%
Union	26	1,580	1.6%	3	67	4%
Wallowa	3	443	0.7%	0	5	0%
Wasco	91	1,183	7.7%	16	105	15%
Washington	1,359	18,405	7.4%	256	1,286	20%
Wheeler	1	112	0.9%	1	3	33%
Yamhill	361	4,643	7.8%	72	315	23%
Total	7,500	156,416	4.8%	1,491	10,482	14%

Source: Oregon Department of Education

State of Oregon
Employment Department

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